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Program Aid-1382

Human Resource Programs Hosted by the Forest Service

- Helping People
- Getting the Job Done
- Meeting Budget Restraints





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- Getting the Job Done
- Meeting Budget Restraints

The Challenge

Budgets are getting tighter, and the need to manage the land wisely has never been greater. How then do we in the Forest Service meet the challenge of doing more with less?

The Opportunity

Hosted Human Resource Programs—work programs funded by other agencies, but providing people to do the work of the Forest Service—have helped many Forest Service managers get the job done, while providing badly needed training and employment opportunities for disadvantaged workers.

Over the last 10 years (1975-1985), 102,171 persons representing all age levels have participated in various hosted Human Resource Programs and accomplished \$185,139,198 worth of valuable conservation work.

The Ingredients

Human Resource Programs hosted by the Forest Service are one of the three key ingredients in getting the job done. The other two ingredients are identifying eligible workers and matching them with work that needs to be done.

Programs

Several different hosted Human Resource Programs are available to local Forest Service units:

- Job Training Partnership Act (JTPA)
- College Work Study
- Vocational Education Act
- Work Incentive (WIN)
- Community Work Experience Program
- Workfare Program
- Vocational Rehabilitation Program
- Non-Federal Programs

Workers

Many types of people qualify for one or more of the Human Resource Programs hosted by the Forest Service:

- College Students
- Vocational School Students
- Displaced Homemakers
- Persons with Low English Language Skills
- Disabled Workers
- Recipients of Aid to Families with Dependent Children
- Food Stamp Recipients
- Veterans
- Native Americans
- The Unemployed
- Dislocated Workers
- The Underemployed
- Seasonal Workers

Forest Service Needs

Human Resource Programs hosted by the Forest Service provide workers to accomplish a wide range of tasks:

- Timber Management
- Wildlife and Fish Habitat Enhancement
- Watershed Protection
- Flood Prevention
- Maintenance of Trails and Recreation Areas
- Archeology
- Computer Programming and Operations
- Fire Control
- Laboratory and Research Projects
- Clerical Duties
- Visitor Information
- Construction and Maintenance of Bridges and Dams

How It Works

Although most of the Human Resource Programs hosted by the Forest Service have been around for years, it is surprising how many Forest Service managers do not know about them—and how many local sponsoring agencies do not know that Forest Service units are likely work sites for enrollees in their programs.

The key to making hosted Human Resource Programs work for you is to develop and maintain strong personal relationships with the proper officials in your local Forest Service unit and in the local agencies sponsoring the programs.

Getting Started

For your local Forest Service unit to use enrollees from any of the hosted Human Resource Programs, you must have a written agreement with the local sponsoring

agency. Such agreements, usually written by your local fiscal officer, cover the authority for the agreement, responsibilities of the sponsor and the Forest Service, status of the enrollees, wages, supervision, and operational details.

Before you pursue such an agreement, follow these steps:

1. Clear your actions through your line officer.
2. Contact the sponsoring agency for mutual interest in a project.
3. Find out if your local Forest Service officer has already entered into such an agreement with the local sponsoring agency.
4. Find out if your local Forest Service personnel office has been dealing with the local sponsoring agency. (Personnel offices usually play a role in coordinating recruitment for these programs.)

Once you have done these things, you can work with fiscal and personnel staffs to modify existing agreements to meet your needs or create new agreements to provide the workers you need.

Keeping It Going

Forest-Service-hosted Human Resource Programs are designed to meet the objectives of three groups—the Forest Service, the sponsoring agency, and the participants.

The programs cost the Forest Service very little in terms of dollars, but they do have a cost—your time and commitment to making them work. You must:

1. Plan meaningful work.
2. Provide meaningful training opportunities.
3. Provide adequate supervision.
4. Work closely with your local fiscal officer and your local sponsoring agencies to keep your written agreements up to date.
5. Stay in touch with your local personnel office and local sponsoring agencies to keep your recruiting channels open.

The Rewards

Once you get your Forest-Service-hosted Human Resource Programs going, you are set to receive the reward. You will be getting your work done in spite of shrinking budgets, and you will be providing badly needed employment and training opportunities for people from your local area.



Job Training Partnership

Directory of Programs

Job Training Partnership Act (JTPA)

Eligibility—Disadvantaged adults and youths (at least 16 years of age), dislocated workers, Native Americans, migrants, Veterans, and seasonal workers.

Objectives—Title II of JTPA provides training services for disadvantaged adults and youth. This Title also contains a separate authorization for a summer youth program. Title III of JTPA provides employment and training assistance for dislocated workers. Title IV of JTPA provides for employment and training programs for Native Americans, migrant seasonal farmworkers, older workers, and veterans.

Wages—Enrollees receive at least the Federal or State minimum wage, whichever is higher.

Administering Agency—The Department of Labor, through your State Employment Service or Job Service Offices.

Authority—The Job Training Partnership Act of 1982 (P.L. 97-300) 29 U.S.C. 1501 et. seq.

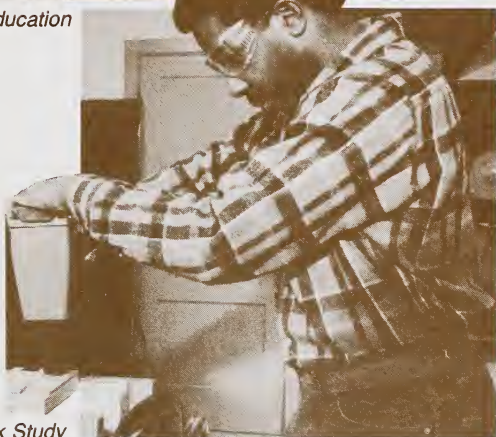
Carl Perkins Vocational Education Act

Eligibility—Students who are in need of earnings to begin or continue their vocational education.

Objectives—To assist States in developing, expanding, improving, and modernizing vocational education programs for adults in need of training and retraining, such as single parents, homemakers, individuals with limited English proficiency, persons who are incarcerated, handicapped, or disadvantaged, and men and women entering



Vocational Education



College Work Study

nontraditional occupations, and work site programs such as the cooperative vocational education, work study, and apprenticeship for students.

Wages—Enrollees receive at least the Federal or State minimum wage, whichever is higher.

Administering Agency—The Department of Education, through your State Vocational Education Board.

Authority—Carl Perkins Vocational Education Act of 1984 (P.L. 98-524) 20 U.S.C. 2301 et. seq.

College Work Study

Eligibility—Students who require financial assistance to pursue courses of study at institutions of higher education.

Objectives—Provides part-time and vacation employment for undergraduates and graduates who require financial assistance.

Wages—Federal or State minimum wage, whichever is



Work Incentive

higher. Enrollees are generally allowed to work only 20 hours per week, but may work up to 40 hours per week on approval by the college financial aid officer. The program pays up to 80 percent of the student's wages and Forest Service cost-shares the rest, normally about 20 percent, but in no event exceeding 50 percent.

Administering Agency—Department of Education, through sponsoring colleges Work Study programs.

Authority—The Higher Education Act of 1965 (P.L. 89-329), 42 U.S.C. 2751-2756b.

Work Incentive Program (WIN)

Eligibility—Men, women and out-of-school youths (16 and older) receiving Aid To Families With Dependent Children (AFDC).

Objectives—To move men, women, and out-of-school youth off the rolls of Aid To Families With Dependent Children into permanent, productive employment. The Forest Service may host only the work experience portion of the WIN program. This work experience should enable the enrollee to qualify for unsubsidized employment.

Wages—No wages as such related to the work.

Administering Agency—The Departments of Labor and Health and Human Services for the States having this program. Contact the State Employment Service or the Job Service Offices.

Authority—Title IV of the Social Security Act of 1964, as amended, 49 U.S.C. 630 et. seq.

Community Work Experience Program

Eligibility—Recipients of public aid.

Objectives—Designed to improve the employability of



*Community Work
Experience Program*



Workfare Program

eligible recipients of public aid through actual work experience. Work sites or projects are limited to those that serve a useful public purpose.

Wages—Eligible recipients of public aid are required to work off the amount of aid they or their families receive. No wages or salaries are paid.

Administering Agency—The Departments of Labor and Health and Human Services. Contact the State Employment Service or Job Service Offices.

Authority—Part A, Title IV of the Social Security Act of 1964, as amended, by the Tax Equity and Fiscal Responsibility Act of 1982, under the Work Incentive Program.

NOTE: Only States with a plan approved under Title IV-A of the Social Security Act may establish and operate this program.

Workfare Program

Eligibility—Nonexempt persons who receive food stamps.

Objectives—To allow States to require food stamp recipients to work off their benefits. Nonexempt persons may be required to register and perform work but may not exceed the value of the food stamp allotment.

Wages—A per-hour rate based on the minimum wage is counted toward the worker's food stamp allotment; participants may not exceed the value of the food stamp allotment.

Administering Agency—Department of Agriculture, through your State Employment Service or the Job Service Offices. The organization that handles food stamps usually operates the workfare programs.

Authority—The Food Stamp Act of 1977, as amended, 7 U.S.C. 2029.

NOTE: Operation of the program by a State is optional, and not all States have this program.

Vocational Rehabilitation Program

Eligibility—Handicapped individuals.

Objectives—To help handicapped individuals achieve employment. The Forest Service may participate in on-the-job training programs and special projects to provide work experience.

Wages—No wages as such related to the work.

Administering Agency—The Department of Education/Rehabilitation Service Administration through your State Rehabilitation Service.

Authority—The Rehabilitation Act of 1973, as amended, 29 U.S.C. 795, et. seq.

Vocational Rehabilitation Program





Non-Federal Program

Non-Federal Programs

Eligibility—Persons who meet State and local government requirements.

Objectives—The Forest Service may participate as hosts in alternative work programs, work release programs for youth and adult offenders, community work experience, school credit, and other programs.

Wages—No wages as such related to the work.

Administering Agency—State and local governments, through the appropriate offices.

Authority—Unless specific Federal statute exists, cite P.L. 94-148, Forest Service Programs Cooperative Agreement Act (16 U.S.C. 565a-1).

References

The following references contain more information on Human Resource Programs hosted by the Forest Service:

- Forest Service Manual, Title 1800 Human Resource Programs, Chapter 1810.
- Catalog of Federal Domestic Assistance—available at Regional Offices and most public libraries.

All the ingredients are on hand—people who need training and jobs, programs to fund training and work, and work that needs to be done. Many Forest Service managers have seized the opportunity and are using hosted Human Resource Programs to do valuable conservation work while providing employment and training opportunities.

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